County of Santa Cruz

INVITES YOU TO APPLY FOR:

CLINIC NURSE II

Bilingual (English/Spanish) Candidates Encouraged to Apply

Supplemental Questionnaire Required

Open and Promotional
Job # 26-PG5-01

Salary: $10,244 – 11,986 / Month

Closing Date: Friday, October 16, 2026

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.
Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Under general supervision, to provide nursing services in health clinics and other settings, and to do other work as required. **The list established from this recruitment will be used to fill current and future vacancies during the life of the eligible list.**

THE REQUIREMENTS: Any combination of training and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Two years of clinic or community nursing experience that would provide knowledge and abilities.

Special Requirements: License Requirements: Possession of a valid California Registered Nurse License. Some positions require possession and maintenance of a valid California Class C Driver's License.

Background Investigation: Fingerprinting is required.

Knowledge: Working knowledge of nursing principles, practices, and procedures; administration of medications, treatments and therapies; uses, effects and adverse reactions to medications and drugs; and care and use of medical supplies and equipment. Some knowledge of clinical routines; legal environment of

nursing; epidemiological investigations, handicapping conditions, and the care of chronic and communicable diseases; community resources as related to public health nursing; cultural, environmental, sociological and physiological differences and problems encountered in nursing; prevention, detection, reporting and treatment of child abuse and neglect; and interviewing, counseling and teaching techniques.

Ability to: Evaluate and assess health care/medical service needs; provide nursing services in a clinic setting and administer treatments and medications; anticipate physicians and patients' needs; establish and maintain effective working relationships; learn clinic routines; deal with sensitivity to the needs of people with different cultural, environmental and social backgrounds; maintain charts and records; learn to input, access and analyze data using a computer terminal; learn to assess health care, physical and psycho-social needs and develop and implement care plans may be required for certain positions; learn to provide public health nursing services and case management may be required for certain positions; conduct audiometry and spirometry tests may be required for certain positions; assign and schedule work of staff may be required for certain positions; refer patients to appropriate resources; and prepare written reports and procedures.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

CLINIC NURSE II - SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experience referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to take the next step in the recruitment process.

1. Santa Cruz County Clinics is committed to providing compassionate care for individuals with severe and persistent mental health and substance use challenges. Please describe your experience working with this or a similar population. What challenges did you encounter in providing care and how did you address these challenges?

2. Please describe your experience in assessing medication needs and coordinating the administration of long-acting injections?

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS - 14 paid holidays per year.

BEREAVEMENT LEAVE - 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN - County pays for employee and eligible dependent coverage.

VISION PLAN - County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE - County paid $20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN - Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION - A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.